



### NOW HIRING

The Department of Natural Resources (DNR) is currently recruiting for **Forest Fire Fighter Crew Members** and **Natural Resource Workers (see below right)** for the 2009 summer season to perform pre-suppression and suppression related activities as a member of a Handcrew, Wild land fire engine crew or Helitack crew. This is an excellent opportunity for motivated individuals and students who desire a career in natural resource management or to gain fundamental forestry experience through fire crew employment. Individuals must be willing and capable of performing strenuous outdoor work safely and productively and of accepting direction and acting responsibly. The duration of these positions is generally 3-4 months with work beginning approximately mid-June and ending mid-September. The experience and training gained as a Forest Fire Fighter or a Natural Resource Worker can form the foundation for a successful career in forestry and other natural resource professions.

If you are interested in applying for one of these opportunities **please apply directly to each region** where you are available and interested in working (see application links on the right under application procedure).

### **WORKING CONDITIONS**

Many of the duties performed on these jobs require considerable physical exertion; working outdoors in all terrain and weather conditions, working long hours, and extended periods of time away from home. Duties include but may not be limited to the ability to carry up to 45 pounds, run, bend, twist, walk and/or climb. A work capacity test or "pack" test that measures the physical fitness of candidates is administered as part of the selection process. Candidates are required to pass at the "arduous" level for a fire fighter crew member or natural resource worker position.

Most employees are members of a two to three person crew. Those jobs are considered "home guard." This means the crew leader is typically responsible for keeping the engine at home and, at any time, when a fire occurs, all crew members are expected to be available and assemble quickly at the crew leader's residence. Therefore employees must reside within a short commute of their crew assembly point which is typically considered to be within 35 miles or an equivalently reasonable commute time. Exact locations for assembly vary each year and are scattered through the

## **2009 SUMMER "FIRE" JOB OPPORTUNITIES**

### FOREST FIRE FIGHTER

Forest Fire Fighter is an entry-level position. Previous natural resource experience is not required. Upon hire, basic wild land fire training is provided.

A Forest Fire Fighter will:

- Prepare themselves, equipment and vehicles to fight fire.
- Safely respond to wild land fire to suppress and prevent them from spreading.
- Perform entry-level wild land fire duties including hand-line construction, water handling, general suppression and prevention activities or training.

When not engaged in wild land fire preparedness and suppression, Forest Fire Fighters will perform tasks such as thinning and pruning trees so they are better suited for protection of wildlife, watersheds and/or to create revenue, and maintain recreation sites, buildings, grounds, roads and equipment.

### **PAY AND HOURS**

- The Forest Fire Fighter base starting salary is: \$1,614 per month or \$9.28 per hour (maximum salary, depending on time/seasons spent in the job, is \$1,846 per month or \$10.61 per hour.) Overtime is paid at the rate of time and one-half in excess of 40 hours worked. For purposes of overtime administration, the agency work week begins at 0001 Monday morning and ends at 2400 Sunday night.
- For all hours worked under the Incident Command System, two dollars (\$2.00) is added to an employee's regular hourly rate of pay.
- Crew members normally work either an 8-hour day, five days a week, or a 10-hour day, four days a week. Positions may require response during off-duty hours to emergency fire suppression needs.
- Exempt fire fighters may be eligible for a **\$1,250 AmeriCorps Educational Award**. Interested hires should contact the region HR staff.

### **JOB REQUIREMENTS**

- Must be age 18 and possess a high school diploma or G.E.D at the time of hire.
- Must have a valid driver's license **and** two years of driving experience.
- Acceptable driving record free of serious traffic violations (see application form below).
- The ability to act promptly and use good judgment in emergencies, and deal tactfully with the public.
- Must pass the DNR work capacity test or "pack" test during the selection process and prior to starting work.
- Some positions may be subject to pre-employment drug testing, require 4 years of driving experience, acceptable driving record, and/or require the ability to operate a manual transmission in a fire truck.

### **DESIRED QUALIFICATIONS**

- Previous natural resource experience.
- Previous fire fighting experience.

department's fire protection area. Employees working as "home guard" must have their own reliable transportation and a home telephone or personal cell phone.

DNR also maintains two 15 to 20-member Handcrews. These crews are maintained at Highlands Camp near Loomis, WA in the Northeast region and at Ahtanum located 29 miles west of Yakima, WA in the Southeast region. At these locations, barracks with bedding are provided. Meals may be provided at Highlands Camp and approx. \$3.00 per meal is deducted from each paycheck.

Natural Resource Workers and Forest Fire Fighters (with one year prior experience) may also apply to become a Helitack crew member in the Southeast region. Helitack crew members are based out of Ellensburg and provide state-wide aviation support for fires throughout the season. Helitack crew members perform initial attack fire fighting in remote locations (accessed



by helicopter ) and support DNR's fire fighting helicopter fleet.

DNR provides fire crewmembers with required safety clothing or "PPE" (Personal Protective Equipment). This clothing may be worn during regular work hours and must be worn while fire fighting. All undergarments are the responsibility of the individual and should be 100% cotton. Crew members are required to wear lace-up boots made of heavy leather construction that extend a minimum of 8" above the sole and are of non-slip design. DNR will reimburse up to \$180 (with original receipt) for the cost of pre-approved boots. Other clothing, such as rain-gear, coats, hats etc., must be provided by the individual.

#### **WHAT YOU SHOULD KNOW ABOUT THE IS-700 and ICS-100 COURSES**

DNR PRE-EMPLOYMENT TRAINING REQUIRED FOR WILDLAND FIREFIGHTERS AND NATURAL RESOURCE WORKERS. (Evidence of completion not required until time of interview.)

The National Incident Management System (NIMS) is a comprehensive national framework for incident management.

The Incident Command System (ICS) is used by local, state, tribal and federal agencies throughout the United States, as directed by Homeland Security Presidential Directive, HSPD-5.

#### **SPECIAL REQUIREMENTS**

##### **Required at time of interview to provide the following:**

- A copy of their driver's license to verify proof of age and current license.
- An **Employment/Commercial** driving record issued from the state in which you are currently licensed. Details on how to obtain this can be found at Dept of Licensing.
- Certificate of course completion for **IS-700** and **I-100**. General information about these courses is included in this announcement.

**Required upon hire:** Employee must furnish proof of eligibility to work in the United States.

#### **APPLICATION PROCEDURE**

Applications for the 2009 Fire Season are accepted beginning in January. **You must apply separately to each region you are interested in working.** Closing dates vary by region – see the application forms below.

##### **How and Where to Apply:**

1. Determine in which region(s) you are available to work.
2. Complete the attached employment application **and** the geographic availability sheet and submit to appropriate region. Electronic submissions are preferred.
3. Application forms, region contacts, and geographic availability sheet can be found in the application documents at the links below or on the right side of our job site:

[New Fire Fighter Application Form](#)

[Returning Fire Fighter Application Form](#)



#### **NATURAL RESOURCE WORKER**

Natural Resource Workers generally perform a leadership role within a crew and candidates are required to have 3 months of previous natural resource work experience. Natural Resource Worker duties may include:

- Supervising and/or leading crews on the fire line, fire suppression and prevention, operating and maintaining small motorized equipment, operating light or heavy trucks (e.g. 1-ton 4x4, 240 gal., 2-3 person fire engine)
- Writing routine burning permits, issuing citations for infractions of fire

**IS-700-National Incident Management System (NIMS), An Introduction**, may be completed on line at:

<http://www.training.fema.gov/EMIWeb/IS/crslist.asp> or [http://www.hsi.wa.gov/on\\_line.html](http://www.hsi.wa.gov/on_line.html). The HSI on-line course is recommended because it's tailored to Washington State and students get immediate feedback and printable certificates of completion. **Note:** Certificates of completion not required until time of interview.

**I-100-Introduction to the Incident Command System (ICS) or equivalent**, may be completed on line at:

<http://training.nwcg.gov/classes/i100.htm> IS-100 is interchangeable with I-100 and may be completed on line at: <http://www.training.fema.gov/EMIWeb/IS/crslist.asp> or [http://www.hsi.wa.gov/on\\_line.html](http://www.hsi.wa.gov/on_line.html)

Fire Fighter Crew Member and Natural Resource Worker candidates (regardless of work experience with DNR) who receive a contingent employment offer, must provide copies of their certificates of completion for these two courses to the appropriate region contact listed in this packet by their first day of work. Failure to do so will disqualify candidates for employment in these positions. Some returning seasonal employees may have previously taken and received credit by DNR for these courses. These employees will not have to retake the courses or submit a certificate of completion. Check with the appropriate region contact listed in this packet to verify if you have received credit.

## WHAT YOU SHOULD KNOW ABOUT THE WORK CAPACITY TEST ("PACK TEST")

### DNR WORK CAPACITY TESTING FOR WILDLAND FIREFIGHTERS AND NATURAL RESOURCE WORKERS

**Safety is of primary importance and concern. An element of safety is personal physical fitness and is important for co-worker safety, personal safety and health and for efficient fire line operations. The "Pack Test" is a work capacity test that measures aerobic capacity, muscular strength, and muscular endurance. Firefighters, strike team leaders, line scouts, and others assigned arduous duty must be prepared to work in steep terrain; and in extreme temperatures, altitude, and smoke-while maintaining reserve work capacity to meet unforeseen emergencies.**

### The Work Capacity Test ("Pack Test")

Fire Fighters and Natural Resource Workers must pass the arduous fitness level by completing a 3-mile hike with a 45lb pack in 45

prevention and recreation use regulations, and conducting logger fire tool inspections.

- Marking and measuring timber, cutting brush on survey lines, leading small crews to maintain roads and recreation facilities, and operating and maintaining small hand and power tools.

## PAY AND HOURS

- The Natural Resource Worker base starting salary is: \$2,161 per month or \$12.42 per hour (maximum salary, depending on time spent in the job, is \$2,789 per month or \$16.03 per hour.) Overtime is paid at the rate of time and one-half in excess of 40 hours worked. For purposes of overtime administration, the agency work week begins at 0001 Monday morning and ends at 2400 Sunday night.
- For all hours worked under the Incident Command System, two dollars (\$2.00) is added to an employee's regular hourly rate of pay.
- Crew members normally work either an 8-hour day, five days a week, or a 10-hour day, four days a week. Positions may require response during off-duty hours to emergency fire suppression needs.
- This position is represented by the Washington Public Employee Association. Once appointed to a position the incumbent will be required to pay union dues or other representation fee within the first 30 days of employment.

## JOB REQUIREMENTS

- Must be age 18 and possess a high school diploma or G.E.D at the time of hire.
- Must have a valid driver's license **and** two years of driving experience.
- Acceptable driving record free of serious traffic violations (for specifics see application form below).
- The ability to act promptly and use good judgment in emergencies, and deal tactfully with the public.
- Must pass the DNR work capacity test or "Pack Test" during the selection process and prior to starting work.
- Some positions may be subject to pre-employment drug testing, require 4 years of driving experience with an acceptable driving record, and/or require the ability to operate a manual transmission in a fire truck.
- **Must have three months of natural resource labor experience.**

## DESIRED QUALIFICATIONS

- Three months fire fighting experience.
- Current Red Card rating of Firefighter Type 1 (FFT1).
- Strong leadership skills.

## SPECIAL REQUIREMENTS

- **Required at time of interview to provide the following:**
  - A copy of driver's license to verify proof of age and current license.
  - An **Employment/Commercial** driving record issued from the state in which you are currently licensed. Details on how to obtain this can be found at the Department of Licensing.
  - Certificate of course completion for **IS-700** and **I-100**. General information about these courses is included in this announcement.
- **Required upon hire:** Employees must furnish proof of eligibility to work in the United States.



minutes. The test is Pass/Fail only. Failure to pass will disqualify candidates for employment in these positions.

### **Work Capacity Test (“Pack Test”) Training**

Prior to reporting for work, applicants are strongly encouraged to train for arduous level work capacity. However, before you begin to train for testing or before substantially increasing your level of activity please review the health screening questionnaire (HSQ) and consult your health care provider if necessary. You may contact the region office for a copy of the HSQ. Once you are cleared by your health care provider to begin training, you will need:

- Adequate footwear that will cover and protect feet and ankles while testing.
- Comfortable clothing.
- A pack that weighs 45 lbs.
- An accurately measured, safe, and level course.

Training for the “Pack Test” is important. Start training at least 4-6 weeks before you are scheduled to take the test. To be in shape for work duty, you may want to train in the footwear or boots you will wear on the job.

### **Taking the Actual “Work Capacity Test”**

- You will be contacted by the hiring region with the date, time and place for the “Pack Test”. The region will also provide you with the HSQ and a waiver at that time.
- You must provide the Test Administrator with the Waiver and Release Form signed and dated by you and your completed HSQ on the day of the test. If you check any response in Section A on the HSQ or more than one response in Section B on the front of the HSQ, you must have your healthcare provider sign the back of the HSQ and indicate if there are any limiting conditions restricting your participation in the “Pack Test”.
- Testing will be monitored and any problems should be brought to the attention of the test monitors.
- No jogging or running is permitted.
- You may choose to provide your own pack or a standard weighted vest will be provided. Packs will be weighed before and after testing.

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### **CONDITIONAL EMPLOYMENT OFFERS MAY BE MADE AS EARLY AS JANUARY 31, 2009**

**PLEASE APPLY AS SOON AS POSSIBLE  
THE FINAL DEADLINES ARE AS FOLLOWS:**

Northeast Region	March 31, 2009
Northwest Region	March 31, 2009
Olympic Region	March 31, 2009
Pacific Cascade Region	April 15, 2009
Southeast Region	March 31, 2009
South Puget Sound Region	March 20, 2009

This announcement is published by the Washington State Department of Natural Resources (DNR). The DNR is an equal opportunity employer. Women, racial, and ethnic minorities, persons of disability, and disabled and Vietnam-era veterans are encouraged to apply. Persons with a disability who need assistance during the screening process, or those needing this announcement in an alternative format may contact DNR's ADA Coordinator at (360) 902-1150. DNR may be contacted using the Washington State Telecommunications Relay Service (TTY) by dialing 711.